

## A report on Hamburg's ICED

by Edward C. Merrill, Jr.

Every five years an International Congress on Education of the Deaf is held in a country that is willing to sponsor it. The 1980 Congress was held in Hamburg, Germany Aug. 4-8. Approximately 20 professional people from Gallaudet College, MSSD and KDES participated in this international meeting.

Past Congresses have reflected an oral philosophy and have involved very few deaf people either as participants or consumers. The Gallaudet delegation, however, was pleased to discover that the German Congress Secretariat had planned an exceptionally well organized Congress. The opening speakers, including the Director of Congress, recognized that deaf people need more than one mode of communication and that they have a right to choose a communication method which is clear to them. Statements to this effect did much to set a very positive tone for the Congress, a climate which permitted discussions of various issues associated with the education of deaf people of all ages.

Dr. Mervin Garretson was scheduled to give the third lecture of the Congress and his presentation, entitled "The Reality of Deafness," was well received. Dr. Robert Davila gave one of the closing lectures to the general assembly of the Congress and received an extended applause. Inasmuch as very few people in other countries have an opportunity to attend college, representatives from Gallaudet College who are deaf, who hold advanced degrees and who have heavy professional responsibilities are viewed almost with disbelief. Nevertheless, these are the people who made the greatest impact on the Congress, for they are illustrating what could be achieved by deaf people who were provided appropriate educational opportunities at all levels.

The Gallaudet College delegation generally felt that the International Congress on Education of the Deaf in Hamburg was one of the best international meetings which they had attended. Various reports and papers of particular relevance to interests of Gallaudet College will be duplicated and circulated on Kendall Green. Dr. Merrill, requested to be the official representative of the World Federation of the Deaf to the Congress, brought greetings to participants in the Congress and will file a report on the Congress with the President and the Bureau of the World Federation of the Deaf.



## Luncheon celebrates Alumni House goal

National Chairpersons Alan & Flo Crammatte and Honorary Chairpersons Dave and Polly Peikoff were given special recognition at a luncheon held Aug. 15 to celebrate the \$341,000 received by the Alumni House Fund to renovate Ole Jim. Seated, from left, are Alan Crammatte, Polly Peikoff, Edward C. Merrill, Jr., Flo Crammatte and David Peikoff. The four, plus May Curtis, who has served the project as a dedicated volunteer, were surprised with citations thanking them for their successful efforts. The next goal is to raise the \$300,000 endowment to make sure the building is perpetually maintained.

## Campus life goes on, following tragic death of student

Fall semester classes began today and the campus tried to start the new school year as normally as possible following the tragic killing of a new freshman student on campus on Friday, Aug. 15.

Jamie Douglas Wilding, 18, of Ontario, Canada, who arrived on campus about a month ago, was stabbed at Benson Hall around 11:30 p.m. Aug. 15.

According to a report of the investigation by the Washington, DC Metropolitan Police Department, Wilding "was stabbed multiple times in the body with a knife held in the hands of a second student. The victim was then thrown out the 8th floor window of the dormitory room where the stabbing occurred, to the ground below."

Wilding was taken to DC General Hospital, where he was pronounced dead. Douglas Woodworth, a 19-year-old preparatory student from Rhode Island, who lived on the 8th floor of Benson Hall, was arrested and charged with homicide early Saturday morning (Aug. 16) and was later arraigned. He has been released to his parents' custody, pending grand jury action, on the condition that he be taken back to Rhode Island. Woodworth has made a statement to the Homicide Division of the Metropolitan Police Department about what occurred. He is not being permitted to return to Gallaudet.

Wilding lived in Krug Hall and was visiting in Benson Hall when the tragedy occurred.

Gallaudet's Department of Safety & Security was notified of the incident about midnight that Friday. Lt. William Bullock responded to the call, followed by Supervisor of Investigations Thomas Earing, Assistant Manager of Safety and Security Allen Nowell and other



Jamie D. Wilding

campus policeman, Edward C. Merrill, Jr. and members of the Metropolitan Police Department.

Students filled the lobby of Benson Hall and others stood quietly, silhouetted in their windows, after the incident occurred. The event upset students, as well as the rest of the campus community. One student expressed shock that one deaf person could do this to another deaf person.

"My first concern when I came down Saturday morning was the students," said Dean of Student Affairs Allen Sussman. After arriving on campus that morning, Aug. 16, Sussman called for counselor Shelly Fields and psychologist Virginia Cowgell of the Counseling and Placement Center to meet with him, Hank Young, head resident advisor, and several others. Students from Benson later that day were invited to meet as a group with the counselors in the Counseling and Placement Center. Sussman, who is a clinical psychologist, also met individually with many of the students, both that Saturday and the following week. He said students "needed reassurance that we cared about how they felt."

Sussman also instructed all the dorm staff to go on with their normal daily activities that Saturday. He said the resident advisors at Benson Hall were more supportive: "I am really proud of the way the dorm staff handled it."

Sussman described the mood on campus after the event as "subdued and suppressed," characterized by "depression and apprehension." He explained, "It is the striking home of the fact that life is ephemeral. That's part of the general feeling. You hear about death all the time but it's happened close to home."

Sussman said that Wilding was well liked by the students. A memorial service was held for him last Wednesday, a the request of the students. The service was arranged through the Student Affairs staff.

Edward C. Merrill, Jr. personally contacted the families of both students. He also sent a letter to all parents of Gallaudet students informing them of the incident. Said Merrill in the letter, "The College is undertaking to launch a new year as normally as possible, in spite of this sadness . . . Under these tragic circumstances, unprecedented at Gallaudet, we have made available to our students additional counseling, support and assistance."

Wilding, who was born deaf, attended Gordon E. Perdue High School, a public school in Oakville, Ontario, Canada. The body was returned to Canada last week for burial, accompanied by Tony Giannelli, director for Student Life.

Questions about the incident may be referred to the President's office, x5005, or the Campus Police, x5558. Questions from the press should be referred to Donna Chitwood, Alumni/Public Relations, x5100.



# Project Information—campus concerns



College Council members discussed the Project Information reports at their last meeting.

## The findings:

In the bylaws of the College Council, in Article II, B, one of its stated roles is "To provide a forum for discussion of issues vital to the mission of the College which will facilitate communication and understanding among representatives of various school faculties and other groups included in the Council."

In the fall of 1979, the College Council conceived and began development of "Project Information," involving a series of activities designed to provide members of the campus community with information about various campus programs and to provide a forum within which individuals could raise issues, ask questions and make suggestions. The project was the Council's first formal effort in fulfilling this particular function.

A questionnaire designed to identify major information needs and issues was distributed to all campus personnel. Additionally, the questionnaire inquired as to whether or not individuals would be willing to participate in a meeting or meetings to discuss the issues they identified.

Of the approximately 1,500 employees at Gallaudet College, approximately 300 responded. A subcommittee of the College Council compiled the responses, identifying five major topics that were identified most frequently as "primary concerns." These topics were Faculty Welfare, Staff Welfare, Relationships/Communications, Temporary Employment and Security. Five meetings corresponding to the five identified topics were then called; these meetings were announced in *On The Green* and personal letters of information were sent to those individuals who had indicated on their questionnaires a desire to attend such meetings.

At the meetings, members of the College Council served as facilitators, asking the participants to brainstorm issues and areas of concern. All the meetings resulted in lively discussions, and in most cases a number of suggestions or recommendations were either stated or implied. From notes, the College Council members prepared reports of each of the Project Information

meetings and presented these to Dr. Merrill at recent College Council meetings. The College Council requested that they be shared with Central Administration and the Council of Deans for reaction. Additionally, the College Council requested that a summary of each report and Dr. Merrill's response to these be published in *On The Green*. These steps have been taken, and presented below is a summary of the Project Information reports.

### 1. Faculty Welfare

This meeting took place on Wednesday, April 16, and was attended by approximately 45 people, most of whom were collegiate faculty members. The major issues identified were:

- Faculty Salaries:* rate of increase; timelines for information provided to faculty regarding increases; summer session salary; benefits.
- Faculty Governance:* promptness of administrative response; system for chairing faculty meetings.
- Simultaneous Communication:* structure of the present system; role in performance evaluation.
- Faculty Morale:* budget priority status of faculty-related items; administrative expectations of faculty members (class size, committee work, etc.).

### 2. Relationships/Communication

The meeting was held on April 22, and approximately 35 people attended. Four subgroups were established to discuss four "relationships": Deaf/Hearing, Students/Faculty and Staff, Administration/Faculty and Staff Units/Divisions on campus. The major issues identified were:

- Deaf/Hearing:* Appropriateness of orientation for new employees; information available on multi-handicapped deaf persons, use of TDDs, role of interpreters, etc.; the gap between deaf and hearing people; sign language requirements and evaluation.
- Students/Faculty and Staff:* non-teaching administrative expectations of faculty members; need for appropriate role models for students; quality of curriculum; quality of student-faculty interactions; development of English language skills.

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## The response:

*The following is the text of Dr. Merrill's response to the College Council on the Project Information reports:*

As you requested, I have shared the Project Information reports with Central Administration and the Council of Deans. The general feeling from both groups is that the issues and concerns you have identified must be responded to; some of these we are currently making progress with, others need to be explored in more depth. I want to take this opportunity to discuss those areas where I feel we have begun constructive action as well as propose a means for the in-depth exploration of other areas.

In the area of faculty welfare, both Dr. Schuchman and I have attempted to explain the rationale behind our requests to Congress for salary increments. As I indicated that I would, I have attached a copy of my response to your July 30 agenda. The College is and will continue to explore ways of improving our compensation system. As you know both faculty and staff will benefit from our new dental and long-term disability plans.

Dr. Schuchman has indicated his efforts to increase the proportion of faculty members in 12-month appointments; this will provide greater financial security to these persons. Additionally he is attempting to locate funds to increase summer school salaries. The simultaneous communication issue is being addressed quite diligently by the UGF and Committee A.

In the area of "Relationships/Communication," a number of new developments should address some of the issues raised. The Advisory Council on Concerns of Deaf Individuals, the Old Gym Restoration, with its faculty/staff/alumni dining facility and the new training program for supervisors will all contribute to a more effective communication among and within the various groups on campus. I requested this spring that each vice president begin regular information-sharing meetings in his respective division.

In regards to Security, I am happy to see that people recognize that "security is everyone's business." The detailed suggestions identified by the group

seem valid, and I would like to refer these to the Division of Safety and Security for their consideration.

Staff Welfare is an area where I feel we have made much progress. As I mentioned earlier, we now have two new major benefits, and we have added or revised other personnel policies this year. Specifically, we now have a more equitable grievance procedure, and the following new employee benefits: Paternity Leave, Flextime, Leave in Excess of 240 Hours, Tuition Assistance for Employee's Children and a Certified Professional Secretary Program. Questions about employee benefits, and, in actuality, questions regarding virtually any matter can be referred to the recently established campus Hotline, x5111. Questions may be asked in strictest confidentiality at this number.

The previously mentioned supervisor training will respond to a number of concerns raised at the Staff Welfare Meeting, as will the new Job Design Specialist that has been created and filled in the Division of Business Affairs. Policies should become more common knowledge, and jobs will be made more accessible, respectively.

We now offer a number of employee benefits to extended temporary employees (those who have been with us in excess of 90 days). They, for example, can earn annual sick leave, they can take jury witness leave, and receive holiday pay; a complete list of such benefits is available from the Personnel Office. We have also made it possible for them to participate in a group medical plan. Unfortunately, we are unable to provide the same benefits to temporary employees for legal reasons, but will continue to explore ways to improve this situation.

As you can see, then, Gallaudet College has already begun to respond to some of the issues and concerns raised in the Project Information meetings. Beyond what I have shared here, I would like to see two additional actions. First, I would like to send to various persons on campus the reports that concern their areas of responsi-

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## Lee Murphy is new MSSD dean

Dr. Lee Murphy has recently joined Gallaudet as the new dean for the Model Secondary School for the Deaf.

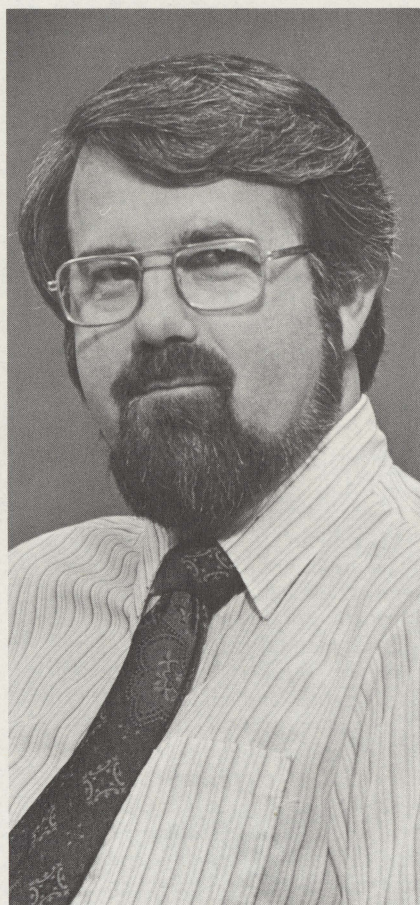
Murphy formerly served as associate professor and coordinator of Continuing Education for the National Technical Institute for the Deaf in Rochester, NY.

Murphy is a graduate of St. Bonaventure University (BA), Olean, NY; Canisius College (MA), Buffalo, NY; and the State University of New York at Buffalo (EdM and EdD). He also has done post-doctoral work at Rochester Institute of Technology, Rochester, NY.

As an English teacher at St. Mary's School for the Deaf in Buffalo, NY, Murphy began working with deaf people in 1963. In 1973 he joined the University of Tennessee at Knoxville as associate professor in the Department of Special Education and later served as director of the program to prepare teachers for the hearing impaired until 1978.

He received the Outstanding Teacher Award from the Alumni Association of the University of Tennessee in 1977-78.

"The concept of Model Secondary School for the Deaf offers a great challenge to the community of people who work to make it successful," Murphy said. "The MSSD community is alive with creative and innovative people, and I am really looking forward to joining them in the continuance of their efforts."



Dr. Lee Murphy

## GCRC seeks new members

The Gallaudet Community Relations Council, organized in 1975 to strengthen the relationship between the College and the Near Northeast Community, is seeking interested staff and faculty members to join the Council. Interested persons should contact LaVarne Hines, Equal Opportunity Officer, on x5005 (voice or TDD) or stop by HMB 120.



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Gallaudet College is an equal opportunity employer-education institution. Programs and services offered by Gallaudet College received substantial financial support from the Department of Education.

## Bragg/Bergman play rescheduled for Sept. 25-27

"Tales from a Clubroom," a play written by Gallaudet's Bernard Bragg and Eugene Bergman, has been rescheduled at the Gallaudet College Auditorium.

Originally scheduled for Aug. 29 and Sept. 6, the play will now be performed Sept. 25, 26 and 27.

The production, which focuses on members of a club for the deaf, was commissioned by the National Association of the Deaf for its Centennial Convention this past July.

The Play is being performed by members of the Hughes Memorial Theatre/Model Community Theatre of the Deaf, under Bragg's direction. The cast, which is almost all deaf, came from the Gallaudet faculty and student body, and the surrounding community.

Although the play is being performed in Gallaudet's Auditorium, it is being sponsored by the Maryland Association of the Deaf, not by Gallaudet's Theatre Arts Department. Theatre Arts is not selling tickets or disseminating information about the event.

If you would like to purchase tickets or want more information about the scheduled performances, contact: Maryland Association of the Deaf Box 1900 Gallaudet College

## Findings

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c. *Administration/Faculty and Staff:* accessibility to and communication with administrators; faculty/staff involvement in policy issues; availability of information on the responsibilities and operations of various campus units.

d. *Units/Divisions on Campus:* coordination and information-sharing between units and between divisions.

### 3. Staff Welfare

On April 15, approximately 75 people attended the Project Information Meeting on Staff Welfare. The following represent the major issues that surfaced at this meeting:

a. *Sign Language:* release time for new employees; level of skill required for various positions; needs of temporary employees; incentives for development of interpreter level skill.

b. *Salaries and Benefits:* expansion of shuttle bus services; four-day work week; information about job descriptions and job reclassification; salary handbook.

c. *Staff Organization:* appropriate communication vehicle/organization for staff members; status of professional teaching staff members.

### 4. Temporary Employment

This meeting took place on April 17 and was attended by approximately 15 temporary employees. The following represent the major concerns expressed:

a. *Benefits:* medical; maternity leave; educational assistance; tax shelter program; sign language instruction; staff development programs.

b. *General concerns:* duration of temporary status; participation in affairs of the institution; access to the standard campus communications.

### 5. Security

This meeting was held on April 24, and although attended by a small number of people, resulted in lively and fruitful discussion. The major issues identified were: communication; handling of incidents; public relations; personal safety; and security for College and personal property.

## Response

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bility, requesting that they consider these as they establish objectives for the coming year. Secondly, I would like to take some of the more pressing and/or broader issues identified and use these as the basis for establishing the agenda for the 1980-81 College Council meetings. We could determine the agenda for the year, publish this agenda in *On The Green*, remind the people that the meetings are open meetings and invite specific personnel to attend meetings dealing with their specific areas of responsibility.

Such a format would allow for several things. First it would enable the College Council to serve as an ongoing forum for the discussion of issues. Second, it would facilitate broader understanding and more effective resolution of problems because the appropriate personnel would be involved in our discussions. Third, it would foster greater awareness and visibility for the College Council and its activities.

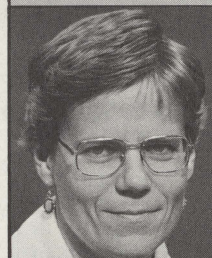
I am excited about the prospect of pursuing these discussions and at our July 30 meeting we can develop the 1980-81 agenda, provided the Council feels comfortable with this proposed course of action.

In closing, I want to thank you for all the time and effort you put into this activity. You have generated a commendable amount of information, and clearly we have much work yet to do. I am pleased that the College Council is truly becoming an integral part of our internal communications system, and I thank you for your continued support and interest in Gallaudet College.

\*As this goes to press, the College Council is still working on the agenda for the 1980-81 year and expects to complete discussion at the Aug 27 meeting. The agenda will be published in an upcoming issue of *On the Green*.

## Personalities

**Janet L. Pray** is the new director of the Social Work Program with the Department of Sociology and Social Work at Gallaudet. She replaces Dorothy Polakoff, who retired. Pray received the MSW from the Smith College School for Social Work. Before coming to Gallaudet she was coordinator of education with the Department of Social Work, Cayahoga County Hospital in Cleveland, OH and also social work consultant to its Evening Mental Health Clinic.

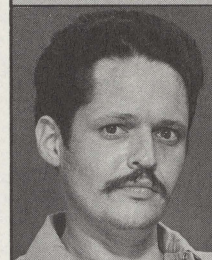


Pray



Sullivan

**Maureen R. Sullivan** is a new periodical acquisitions library associate with the College Library. She is part-time graduate student at the University of Maryland School of Library and Information Sciences.



Travis



Bayuk

**John Travis** is a Mechanic IV with HVAC, responsible for maintenance and repairs to heating, ventilating, air conditioning and refrigeration equipment. He has completed a course with the Refrigeration Service Engineers Society and has previously been self employed and employed by Wayne Leer Refrigeration in Waldorf, MD.

**Harold M. Bayuk** is a new TV studio engineer with MSSD. He will be maintaining, installing, repairing and troubleshooting equipment and operations for the TV studio and supporting facilities. Bayuk has a BS in TV from Newhouse School at Syracuse University. Prior to coming to Gallaudet, he worked in the video department at Byron Motion Pictures in Washington, DC for two years.





These students were back on campus last week in preparation for classes which begin today.

## New orientation for English Students

Students in the English Language Program are presently participating in newly designed orientation activities for the first two weeks of the semester. These activities were planned to familiarize preparatory-level English students with the wide range of ELP materials and teaching methods available, assist them in the formulation of semester goals and specific strategies for their accomplishment and encourage positive attitudes towards language acquisition. The students will have an opportunity to quiz Gallaudet alumni on problems

and successes they have had with English since graduating, and Gilbert Eastman's "Sign Me Alice" will be assigned and discussed.

Planning for the Orientation period began last spring with the formation of a committee under the direction of Dr. Diane O'Connor, director of the ELP, and Dr. James Madachy, chairman of the English Department. Dean Jean Shoemaker and Vice President John Schuchman have supported this program, which is being coordinated by Bruce White.

## Sponsored R&D

### Grant/contract/deadlines

Provided below are application deadlines of selected federal programs that offer potential grant or contract opportunities for Kendall Green faculty, staff and graduate students. The deadline is followed by an abbreviation of the federal agency and the program title. More details on programs of interest can be obtained from Glenn Pfau, Office of Sponsored Research, x5030 (Voice or TDD).

Deadline	Program
10/01/80	NIHM—Mental Health Manpower Development Training
10/01/80	NSF—Seminar Proposals for U.S.-Australia Program
10/01/80	NSF—Pre-College Teacher Development in Science Proposals
10/01/80	NSF—Long-term Visits Under U.S.-New Zealand Program
10/12/80	OSE—Handicapped Research and Demonstration Program: Student Research Grants
10/15/80	AHNC—Model Sites and Special Projects
10/15/80	OSE—Handicapped personnel Preparation Grants
10/21/80	NIE—Grants for Research on Institutions of Post-secondary Education
10/22/80	DE—Special Services for Disadvantaged Students Grants
10/24/80	NSF—Unsolicited Proposal Related to Mathematical Science
10/31/80	OSE—Handicapped Research and Demonstrated Field Initiated Studies Grants
11/01/80	NICHD—Development Aspects of Nutrition

11/01/80	NIA—Social and Behavioral Aging Research
11/03/80	NSF—Science Faculty Professional Development
11/03/80	NSF—Postdoctoral Fellowships (\$13,800 stipend)
11/08/80	DE—Handicapped and High Risk Youth Grants
11/15/80	NSF—Physically Handicapped in Science Program
12/01/80	PHS—Maternal and Child Health Research Grants
12/29/80	OSE—Model Programs for School Aged Handicapped Children Grants

### Weekly program highlight

The Office of Special Education (formerly the Bureau of Education for the Handicapped) announced Oct. 31, 1980 as the deadline for receipt of applications for grants under the "Handicapped Research and Demonstration Field Initiated Studies Program." The program is to support applied research efforts involved with the discovery and refinement of information which relates directly to educational programming for the handicapped. The program is also concerned with research-related activities concerned with the development of resources and materials for handicapped children, their parents and their teachers. Among the types of activities which may be supported are research institutes, programmatic research, research training, research surveys, research projects, curriculum and media development projects, and the dissemination of research findings. The grants average approximately \$100,000, with the range of the grants from \$4,000 to \$300,000. The coordinator of the program is Dr. Max W. Mueller, Chief, Research Project Branch, Division of Innovation and Development, Office of Special Education Department of Education, (202) 245-2275.

## Student Union sponsors voter registration drive

The Student Union is sponsoring several voter registration drives this fall as part of the Political Awareness program. The DC League of Women Voters will be conducting the drives.

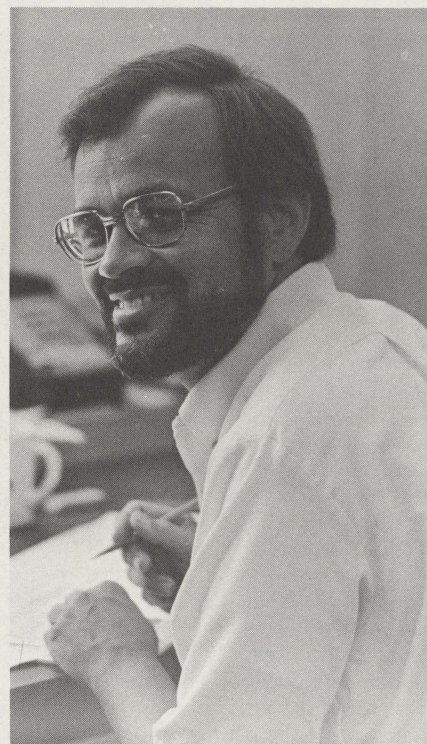
The dates, times and places of the drives are as follows:

- Sept. 8, 7 p.m., Student Lounge, HMB
- Sept. 17, 12 noon, Snack Bar, Cafeteria
- Sept. 25, 7 p.m., Student Lounge, HMB
- Oct. 3, 6 p.m., Washburn Arts Building

The drives are for faculty and staff members and students who live in DC. Information on registration in suburban Virginia and Maryland will be distributed simultaneously for faculty and staff members and students.

Throughout October, there will be a series of speeches and debates and distribution of information on the presidential campaign. On Oct. 3 an event to launch the Political Awareness Month will include exhibits, speeches from the major presidential campaigns, entertainment and a good time. Further details will be provided later.

For information or questions regarding the drives, please contact Alice Sykora at TDD 5182 or through campus mail.



Robert Herbold is assistant director of the Computer Center.

## Jobs Available

For additional information contact the Personnel Office.

### STAFF

SECRETARIAL POSITIONS: Contact Personnel for listing.  
PROGRAMMER/ANALYST: Business Data Systems  
MEDICAL DIRECTOR: Student Health Service  
WORD PROCESSING SPECIALISTS: Administrative Support Services  
PRODUCTION TYPISTS: IMRADC  
LRC ASSISTANT: MRC/LRC/KDES  
DIRECTOR: Counseling and Placement Center  
CAMPUS POLICE OFFICER: Safety and Security  
BUDGET ANALYST: Planning Office  
TV STUDIO ENGINEER: Gallaudet Television  
PAYROLL ASSISTANT: Personnel  
INTERPRETER/RECEPTIONIST: Law Center  
CLERK AIDE: KDES/Diagnostic & Support Services  
INTERPRETER/CLERK: Tutorial Center  
COORDINATOR, COMMUNITY DEVELOPMENT PROGRAMS: National Academy  
BIO-TECHNICAL ASSISTANT: Biology  
STORES ATTENDANT: PP-Administration  
ACCOUNTS PAYABLE CLERK: Accounting  
EDITORIAL ASSISTANT: Pre-College/Outreach  
NON-PRINT READING MATERIALS COORDINATOR: Student Special Services  
POST OFFICE CLERK: Post Office  
GRAPHIC ARTIST: Alumni/PR  
**FACULTY**  
FACULTY POSITION: Dept. of Sign Communication

## Calendar

### AUGUST

27—CLASSES BEGIN, first semester

29—LAST DAY FOR CHANGING CLASS ASSIGNMENTS

### SEPTEMBER

2-4—CLASS OF '81 FOOD SALE, Benson Hall, 7-10 p.m.

6—SUB SHOW, TOURNAMENT AND PICNIC for students, 11-5 p.m.



Barbara Caldwell is office supervisor in the President's Office.

## Classified Ads

**FOR SALE:** New Bundy trumpet with carrying case including mouth piece. \$150. Contact Linda Roman, x5172 or 5173 (voice or TDD).

**FOR RENT:** To female roomer, room and bath in beautiful townhouse in Silver Spring. Use of kitchen and laundry. Near Sligo Creek Parkway on bus line minutes to Metro. \$175 per month. Call evenings, 587-5344. Sorry, no TDD.

**FOR RENT:** House one block from Gallaudet, 1104 7th St. NE. 5 br, washer/dryer, partially furnished, newly renovated, area secure. Available immediately. \$600 per month. Call Greg Dixon, 332-7332 day or 547-8313 evening (voice only).